

12 Principles for Effective Adult Learning

by Jane Vella, *Learning to Listen, Learning to Teach: The Power of Dialogue in Educating Adults* (1994)

1. Needs assessment: participation of the learners in naming what is to be learned
2. Safety in the environment and the process
3. A sound relationship between teacher and learner for learning and development
4. Careful attention to sequence of content and reinforcement
5. Praxis: action with reflection or learning by doing
6. Respect for learners as subjects of their own learning
7. Cognitive, affective, and psychomotor aspects: ideas, feelings, actions
8. Immediacy of the learning
9. Clear roles and role development
10. Teamwork: using small groups
11. Engagement of the learners in what they are learning
12. Accountability: How do they know they know?
- 13.

Authentic Task Assessment

Grant Wiggins, *The Center for Learning, Assessment and School Structure* (1996)

PERFORMANCE COMPETENCIES

1. Problem-solving
2. Independent research and study skills
3. A questioning disposition
4. Teamwork
5. Leadership
6. Intellectual responsibility: self-assessment
7. Exhibit skills
8. Communication skills
9. Entrepreneurial skills

Authentic performance and valid assessment require prior and ongoing instruction in the skills of performance.